Scorecards

Human Resources

ア No filter		lter	DHR Strategic Objectives									
Recruit, Develop and Retain Diverse and Competent Workforce (50%)												
8	Δ₩		Name	Actual	Target	Variance	Variance %	Time Period				
•	₩		Average Days to Refer All Candidates	14	30	-16	53%	FY 09, Q4, Apr				
•	4		Average Days to Refer Senior Management	42	120	-78	65%	FY 09, Q1				
\	₩		Number of Leadership Training Hours	36	38	-2	5%	FY 09, Q4, Apr				
	A		Number of Supervisory Training Hours	14	60	-46	77%	FY 09, Q4, Apr				
•	₩		Number of Employee Complaints Received	6	8	-2	25%	FY 09, Q4, Apr				
•	A		Percent of Exit Interviews Returned	36%	20%	16%	82%	FY 08				
•	₩		Percent of Civil Service Board Appeals Not Granted	85%	65%	20%	31%	FY 09, Q4, Apr				
Evaluate and Reward Competent Employees (20%)												
8	ΔΨ		Name	Actual	Target	Variance	Variance %	Time Period				
\	₩	<u>_</u>	Percent of Employees Evaluated	92.5%	100.0%	-7.5%	7.5%	FY 08				
	-		Percent of Unacceptable Ratings	0.5%	5.0%	-4.5%	90.0%	FY 08				
	-		Percent of Needs Improvement Ratings	0.9%	10.0%	-9.1%	91.0%	FY 08				
•	Δ		Percent of Effective Ratings	48.0%	50.0%	-2.0%	4.0%	FY 08				
	-		Percent of Highly Effective Ratings	42.0%	20.0%	22.0%	110.0%	FY 08				
	-		Percent of Outstanding Ratings	8.6%	15.0%	-6.4%	42.7%	FY 08				
	•		Number of Training Sessions	9	20	-11	55%	FY 09, Q4, Apr				
Pror	mote	Wellr	nes and Work Life Balance (20%)									
000	Δ₩		Name	Actual	Target	Variance	Variance %	Time Period				
•			Percent Increase in Healthcare Costs	10.9%	22.0%	-11.1%	50.5%	FY 08				
•	▼		EAP Utilization Rate	6.3%	5.0%	1.3%	26.0%	FY 08				
Dev	elop I	High	Quality HR Professionals (10%)									
8	△₩		Name	Actual	Target	Variance	Variance %	Time Period				
•	4		Percent of HR Professionals with National Certifications	71%	60%	11%	18%	FY 08				
Rep	ort E	mploy	yee Leave Balances (0%)									
88	ΔΨ		Name	Actual	Target	Variance	Variance %	Time Period				
8		-	Accrued Sick Leave Taken	48,669				FY 09, Q3, Feb				

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ア No filter			B DHR Strategic Objectives							
8	ΔĄ		Name	Actual	Target	Variance	Variance %	Time Period		
•	A		Number of FMLA Requests Approved	41	56	-15	27%	FY 09, Q4, Apr		
8			Number of Employees with Maximum Annual Leave Balances -FUTURE METRIC					FY 09, Q4, May		
B			Number of Employees with Maximum Comp Time Balances -FUTURE METRIC					FY 09, Q4, May		